

READY.

SET.

ENROLL!

Annual Open Enrollment October 11-24, 2021

A Helpful Reference Guide for Civilian Employees

Inside you will find information to help you and your family prepare for 2022 Open Enrollment, including:

- Premiums
- What to expect in 2022
- Plan features
- What you can do during open enrollment

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NEED MORE INFO?

- As you prepare to enroll, please visit sanantonio.gov/openenrollment. Here you will find:
 - 2022 Benefit Matters Guide
 - Frequently asked questions
 - Video library featuring medical plan benefit information
 - Step-by-step video instructions for enrolling in your benefits
- You can also contact your department's Employee Relations team member, Human Resources Customer Service at 210.207.8705, or AskHR@sanantonio.gov for 2022 Open Enrollment assistance.

QUICK FACTS

- The 10% reduction in medical premiums currently in effect will be maintained in 2022, resulting in no rate increases.
- Obtain your flu shot at a City worksite in the coming weeks. Stay tuned for more details regarding dates and locations.
- You must go online between October 11-24 and enroll yourself and your eligible dependents or waive coverage; otherwise, you will automatically be enrolled in employee-only coverage, and your dependents will not be covered in 2022. Employees who wish to continue a waiver declining coverage must also go online.



Text COSAGOVHR to 877.872.4241 to subscribe to HR-related text messages!

DURING OPEN ENROLLMENT, YOU CAN:

- Enroll in your 2022 health care benefits
- Review your current health care benefits
- **NEW!** View your current life insurance beneficiaries
- Register for a 2022 VIA Bus Pass
- Make address changes
- Elect to receive your W-2 electronically (if you have not done so already)
- Re-enroll or remove dependent coverage for 2022
- Print or email your 2022 Benefits Confirmation Statement (you will also receive a copy in the mail in November, so be sure to review it)

WHAT TO EXPECT IN 2022

- Health Savings Account (HSA) contributions—\$500 individual or \$1,000 family (Consumer Choice plan only)
- Three medical plan options
- **NEW!** Vision vendor—Vision Service Plan, with lower rates
- No change in semi-monthly rates for life insurance coverage
- 32 hours of Family Wellness Education Leave that can be used for any reason

PLAN OVERVIEW AND SEMI-MONTHLY PREMIUMS

Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, & Office Visits

In-Network Benefits	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/\$1,000	N/A	N/A
Preventive Care	Covered at 100%		
Annual Deductible (Individual/Family)	\$2,000/\$4,000	\$1,500/\$3,000	\$1,500/\$3,000
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/\$8,000	\$3,500/\$7,000	\$3,500/\$7,000
Office Visits: Primary Care, Specialist, Urgent Care	20% once deductible is met	Co-pay: \$25/\$45/\$75	Co-pay: \$30/\$50/\$75

Medical Plan Premiums

Employees Hired Before January 1, 2009			
Medical Plan	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
Employee Only	\$8.55	\$17.10	\$36.00
Employee + Child(ren)	\$14.85	\$39.15	\$94.50
Employee + Spouse/Domestic Partner	\$43.20	\$83.70	\$177.75
Employee + Family	\$61.20	\$115.20	\$240.30

Medical Plan Premiums

Employees Hired After January 1, 2009			
Medical Plan	Consumer Choice PPO	Blue Essentials HMO	New Value PPO
Employee Only	\$20.25	\$38.25	\$79.65
Employee + Child(ren)	\$33.30	\$79.65	\$187.20
Employee + Spouse/Domestic Partner	\$94.05	\$155.25	\$297.90
Employee + Family	\$133.20	\$213.30	\$399.60

Dental Plan Premiums

Dental Plan	CitiDent PPO	DeltaCare DHMO
Employee Only	\$17.64	\$6.83
Employee + Child(ren)	\$26.20	\$12.73
Employee + Spouse/Domestic Partner	\$26.20	\$12.73
Employee + Family	\$39.03	\$19.10

Vision Plan Premiums

Vision Plan	Premium
Employee Only	\$2.73
Employee + Child(ren)	\$4.87
Employee + Spouse/Domestic Partner	\$4.87
Employee + Family	\$7.21



Scan me

Scan this QR CODE with your phone camera to visit the 2022 Open Enrollment one-stop-shop website!